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## WORKS BY MASTER PHOTOGRAPHERS NOW AVAILABLE FOR SALE FROM LC

The Library of Congress is now offering a series of 10 master photographs made from negatives in the custody of the Library's Prints and Photographs Division. The photographs represented in the collection, made possible by the Library's Alverthorpe Fund, are Charles H. Currier, Walker Evans, Dorothea Lange, Arthur McCurdy, Arthur Rothstein, and Marion Post Wolcott.

Each of the original negatives has been carefully printed on high-quality paper by the Library's Photoduplication Service and is matted. A brief account of the photographer and the work is also included. The eight-by-ten-inch photographs sell for $12.50 each, or for $100 for a set of 10. They are available by mail from the Information Office, Library of Congress, Washington, D.C. 20540, or in person at the Information Counter, Library of Congress Building. All orders must be prepaid; postage is included in the price.

Charles H. Currier, about whose life relatively little is known, worked as a professional photographer for only 20 years—between 1889 and 1909, when he closed his Boston studio and disposed of most of his prints and negatives. His work is represented in this new collection by a photograph entitled "Bicycle Messengers," a view of two messengers and their old-fashioned, high-wheeled bicycles typical of Currier's work in that it presents a carefully thought-out arrangement.

Three photographs by Walker Evans, all done for the Farm Security Administration's project to document poverty and living conditions, show his concern for artistic expression. Evans, who worked on the FSA program for various periods between 1935 and 1938, was also a photographer for *Time* and *Fortune*. Two of the Evans photographs were taken in Atlanta, Ga. One, entitled "Billboards,"

*"Cabin Interior" by Walker Evans and "Migrant Mother" by Dorothea Lange*

shows two houses with billboards in front of them, and one's eye is drawn to the billboards and to the information they convey—once pertinent, now irrelevant except in the context of the photograph. "Atlanta Garage," which reminds the viewer of a time of more pronounced individualism before the advent of chain stores and company franchises, shows a bright, sunny day, a specific moment long past. In "Cabin Interior," Evans suggests a simple life style through a plainly furnished dwelling, with much attention to the rendering of textures and light and dark.

The work of Dorothea Lange is represented in this collection by two photographs entitled "Abandoned Farmhouse" and "Migrant Mother," both made for the Farm Security Administration. The latter, probably the best known photograph produced for FSA, was taken in February 1936 at a camp for migrant farm workers in Nipomo, Calif. It depicts poignantly the plight of the 32-year-old woman and her children. "Abandoned Farmhouse" shows a less familiar aspect of Lange's work by its lack of a human subject, and reveals instead the circumstances that produced the conditions of life that FSA sought to document. The picture is one of strong, dramatic composition.

Arthur W. McCurdy's photograph of Alexander Graham and Mabel Hubbard Bell shows the couple in an unusually reflective pause in their habitually active lives. Bell's secretary in Nova Scotia, McCurdy was the inventor of the Kodak home-developing box for snapshots.

Arthur Rothstein's picture of a steer skull on the sunbaked earth of South Dakota, taken in May 1936, was to become one of the most controversial photographs produced for FSA because Rothstein, in trying to symbolize drought conditions, took the liberty of arranging his subject. Though the photograph sparked criticism of the documentary program, it has since come to be appreciated for its intrinsic photographic qualities. Rothstein, who remained with FSA until 1940 and subsequently was a *Look* magazine

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Comparable institutions and organizations in other countries may arrange to receive the *Bulletin* on an exchange basis by applying in writing to the Library's Exchange and Gift Division. All other correspondence should be addressed to the LC *Information Bulletin*, Information Office, Library of Congress, Washington, D.C. 20540.

photographer, is now picture editor for *Parade* magazine.

The last two photographs in the collection were taken by Marion Post Wolcott, who worked for FSA between 1938 and 1942 and became actively involved in photography again in the 1970s. Her evocative photographs of a snowy night in a small town in Vermont, taken in March 1940, and of Virginia farmlands near Marion, made in October of the same year, are expressions of and response to the lasting beauties of nature. They also reflect the project's effort, as it continued, to document a larger view of American life.

## COMMITTEE CREATED TO EXAMINE USE OF COPYRIGHT DEPOSITS

The Library has established an Advisory Committee on the Expanded Use of the Copyright Deposit Collection. The committee, an advisory body, will report to The Librarian and The Deputy Librarian on the feasibility and desirability of making this collection an integral and accessible part of the Library of Congress collections.

Specifically, the committee will establish goals for the review of the Copyright Deposit Collection, considering such factors as types of materials, selection, cataloging, storage, access, and preservation. It will also draw up specific guidelines for a work group that will survey and review the collection and monitor the progress of the work group. Following evaluation and analysis of the report of the work group, the committee will, if appropriate, recommend a plan of action and monitor the progress and success of that plan.

The director of the Collections Development Office will chair the committee, with the director for general reference, Research Services, serving as vice chair. The Library's selection officer will also be a member, along with representatives of the Congressional Research Service, Copyright Office, Law Library, Processing Services, Research Services, and the Automated Systems Office, to be appointed by The Deputy Librarian from recommendations made by department heads. The Deputy Librarian will also appoint one representative each from the Office of Planning and Development and the Copyright Office Planning and Technical Office.

Library staff members with expertise in certain subjects related to the Copyright Deposit Collection and its potential expanded use will be invited to attend meetings on areas in their fields. A committee secretary, to be named by the chair, will assist in scheduling meetings, assembling agenda items, and preparing minutes of meetings and reports.

## FREQUENCY OF NAMES IN MARC DATA BASE ANALYZED

Recently Library of Congress staff members in the Automated Systems Office, Network Development Office, and Processing Services cooperatively undertook an analysis of the MARC data base to determine the frequency distribution of name headings. Funding

*Petr Demichev, U.S.S.R. Minister of Culture since 1974, was a recent visitor to the Library. Pictured here in The Librarian's office are (clockwise) Warren M. Tsuneishi, director for area studies; Donald C. Curran, The Associate Librarian (backs to camera); Daniel J. Boorstin; Wallace Littell, counsellor for cultural and press affairs, Department of State; Petr Demichev; and Anatoly Dyuzhev, counselor for cultural affairs, Soviet Embassy.*

for this effort was provided by the National Commission on Libraries and Information Science through the Network Development Office as part of the latter's nationwide data base configuration project.

The results of this analysis are being used in several ways, described below, to assist in the conversion of the Library's authority files to an automated system. A total of 1,930,310 records in the books, serials, films, and maps formats, dating from the beginning of the MARC data base, were examined, and from them 1,030,913 unique headings (personal name, corporate bodies, names in subject headings, and so forth) were counted. From this group, a total of 757,431 normalized unique headings were found. "Normalized," for this project, meant that corporate headings were counted as being identical if (1) the parent body matched despite any differences at the subdivision level, or (2) if the body was entered under place, the headings were considered identical if a match could be made through the first subdivision. (In more technical terms, corporate headings were considered the same if they matched on the "a" subfield of the particular tag examined, except when a heading was constructed under place. In such a situation, headings were treated as identical if they matched up through the first "b" subfield of the relevant tag).

The results were listed by the number of unique normalized headings found for each designated number of occurrences of a heading. The range went from 498,120 headings which appeared only once to one heading which appeared 16,933 times.

Using these results, the Library of Congress has decided, when inputting the names into machine-readable form, to supply AACR 2 headings in those instances where a normalized name has been found on 25 or more bibliographic records. There are a total of 5,500 names which fall in this category. As the next step, the Library hopes to contract for the work involved to input into machine-readable form (in the authority format) all names from the bibliographic records used from 3 through 24 times (approximately 100,000 normalized headings). Each record will be examined to determine if the name heading conforms to AACR 2; if it does the authority record will be tagged accordingly. If the heading does not conform to AACR 2, the record will be input but no AACR 2 form will be supplied.

One of the byproducts of the study, which the staff of other libraries may find as fascinating as the Library's staff did, is a listing of the 100 most used normalized headings (with the number of occurrences in each instance) in the MARC data bases. The list is reproduced below. Several caveats are in order, however. The occurrence of such headings as "United States," "Great Britain," "Brazil," "India (Republic)," and so on, can be attributed to the inclusion of names as subject headings in this listing. Also, the presence of certain map publishers and film producers results from their serving as access points for cartographic and audiovisual materials.

### 100 Most Used Headings

| | *Number of Bibliographic Records* |
|---|---|
| United States. Congress | 16,933 |
| United Nations | 4,390 |
| Shakespeare, William | 3,842 |
| National Audiovisual Center | 3,448 |
| United States. Geological Survey | 3,184 |
| United States | 3,073 |
| Catholic Church | 2,797 |
| United States. Library of Congress | 2,373 |
| United States. Dept. of State | 2,020 |
| California. University | 2,014 |
| United States. National Aeronautics and Space Administration | 1,945 |
| United States. General Accounting Office | 1,928 |
| United States. Dept. of Agriculture | 1,886 |
| Jesus Christ | 1,885 |
| United States. Dept. of Health, Education, and Welfare | 1,733 |
| Bible | 1,639 |
| Great Britain. Parliament | 1,605 |
| Columbia University | 1,517 |
| Städte-Verlag E. V. Wagner & J. Mitterhuber | 1,509 |
| National Research Council | 1,414 |
| Rand Corporation | 1,404 |
| United States. Army | 1,333 |
| Organization for Economic Corporation and Development | 1,322 |
| United States. Central Intelligence Agency | 1,310 |
| Canada. Statistics Canada | 1,261 |
| British Broadcasting Corporation | 1,090 |
| Falk-Verlag | 1,048 |
| Jews | 989 |
| New York (City). Practising Law Institute | 978 |
| Encyclopaedia Britannica Educational Corporation | 972 |
| United States. National Bureau of Standards | 947 |
| Michigan. University | 941 |
| Russia (1923- U.S.S.R.). Glavnoe upravlenie geodezii i kartografii | 935 |
| Harvard University | 931 |
| United Nations Educational, Scientific, and Cultural Organization | 928 |

United States. Forest Service . . . . . 903
BFA Educational Media . . . . . 898
United States. Soil Conservation Service . . . . . 884
Germany (Federal Republic, 1949- ) . . . . . 875
National Medical Audiovisual Center . . . . . 858
United States. Environmental Protection Agency . . . 857
United States. Public Health Service . . . . . 837
Coronet Instructional Media (Firm) . . . . . 832
Illinois. University at Urbana-Champaign . . . . . 830
National Film Board of Canada . . . . . 827
United States. Veteran's Administration . . . . . 825
United States. Bureau of the Census . . . . . 820
Milton, John . . . . . 808
European Economic Community . . . . . 807
Society for Visual Education . . . . . 800
International Atomic Energy Agency . . . . . 790
Texas. University at Austin . . . . . 778
International Labor Office . . . . . 777
Time-Life Films . . . . . 773
United States. Bureau of Labor Statistics . . . . . 736
United States. Navy . . . . . 727
Food and Agriculture Organization of the United Nations . . . . . 721
Council of Planning Librarians . . . . . 717
American Chemical Society . . . . . 715
Canada. Statistique Canada . . . . . 707
Canada. Geological Survey . . . . . 705
Bible. O. T. . . . . 679
Smithsonian Institution . . . . . 676
North Atlantic Treaty Organization . . . . . 670
World Health Organization . . . . . 667
Marx, Karl . . . . . 666
Creative Visuals (Firm) . . . . . 665
Great Britain . . . . . 664
Doubleday Multimedia . . . . . 657
Brazil . . . . . 656
Rand, McNally and Company . . . . . 650
London. University . . . . . 646
American Enterprise Institute for Public Policy Research . . . . . 630
Automobile Club of Southern California . . . . . 621
United States. National Science Foundation . . . . . 621
United States. Dept. of the Air Force . . . . . 620
Dickens, Charles . . . . . 616
United States. Dept. of the Army . . . . . 562
American Society for Testing Materials . . . . . 552
American Bar Association . . . . . 551
India (Republic). Parliament . . . . . 550
Great Britain. Central Office of Information . . . . . 549
United States. Navy Dept. . . . . 548
Panstwowe Przedsiebeorstwo Wydawnectiv Kartografieznych, Warsaw . . . . . 546
United States. National Park Service . . . . . 546
Disney (Walt) Productions . . . . . 545
Indiana. University . . . . . 545
Educational Projections Corporation . . . . . 544
India (Republic) . . . . . 544
Provence Paris Publicité . . . . . 544
Oxford. University . . . . . 542
United States. Agency for International Development . . . . . 539
Great Britain. Army . . . . . 512
Lenin, Vladimir Il'ich . . . . . 494
Chicago. University . . . . . 490
Agence. Blay, Paris . . . . . 487
Council of Europe . . . . . 487
United States. Air Force . . . . . 487
Akademiia nauk SSSR . . . . . 485
Trainex Corporation . . . . . 485

On Wednesday, the **Fourth of July**, all Library of Congress reading rooms and offices will be closed. Exhibition halls in the Library of Congress Building will be open from 8:30 a.m. to 6 p.m.

## LIBRARY OF CONGRESS PUBLICATIONS

### ONGOING PUBLICATIONS

**Annual Report of the Librarian of Congress for the Fiscal Year Ending September 30, 1978.** ISSN 0083-1565. Washington, D.C., 1979. (xvii, 79 p. plus appendixes) For sale by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, for $7.50 (Stock No. 030-000-00104-4).

**Monthly Checklist of State Publications.** ISSN 0027-0288. Vol. 70, No. 5. May 1979. (pp. 385-494) For sale by the Superintendent of Documents for $1.50 for single monthly issues, except June and December for $2.45, or $21.90 a year, domestic, and $27.40 a year, foreign (LC 30.9:70/5).

**The Quarterly Journal of the Library of Congress.** ISSN 0041-7939. Vol. 37, No. 2. Spring 1979. (pp. 95-203) For sale by the Superintendent of Documents for $2.25 this issue or $9 a year, domestic, and $11.25, foreign (LC 1.17:37/2).

**Library of Congress Regulations:** No. 2015-5, page 3 (April 10), delegated to the director of personnel the responsibility for approving or disapproving requests for advance sick leave;

No. 414-i (April 11) reflected the current procedures for marking materials acquired by the Library; No. 1918 (April 11) was revised to provide current abbreviations and symbols for organizational units in the Library; No. 2019-1 (April 13) changed the requirement for continued health insurance coverage during retirement, the name of the Civil Service Commission to the Office of Personnel Management, and the Open Season period for employees and annuitants; No. 1710-23 (April 17) transferred the responsibility for approving travel to Canada to the chief of the Financial Management Office; No. 213-8, pages 1 and 2 (April 18), deleted reference to the responsibilities of the principal descriptive cataloger; No. 213-19 (April 18) described the functions and organization of the Office for Descriptive Cataloging Policy; No. 211-16 (May 9) described the functions and organization of the Collections Development Office, Office of The Librarian; No. 218-1 (May 9) defined the current membership and functions of the Acquisitions Committee; No. 218-13 (May 9) established the Advisory Committee on the Expanded Use of the Copyright Deposit Collection.

**Special Announcements:** No. 79-10 (April 25) gave the Memorial Day holiday schedule; No. 79-11 (April 30) notified Library staff of the 1979 Savings Bond campaign; No. 79-12 (May 3) announced the promotion of Ralph Adams as personnel operations officer; No. 79-13 (May 25) concerned assignment of street parking for Library staff carpools; No. 79-14 (June 5) named Warren M. Tsuneishi director for areas studies, Research Services.

**Press Releases:** No. 79-36 (April 5) Noted Argentine Poet and Short Story Writer Will Speak at the Library of Congress; No. 79-37 (April 5) Second Conference on Folk Cultural Programs at Local and State Levels Held at Library of Congress; No. 79-38 (April 9) Library of Congress Romanization of Cataloging Records Planned; No. 79-39 (April 11) Time Inc. Makes Gift to Library of Congress; No. 79-40 (April 13) Poetry, Theater, Washington, and the Geography of New York State in the Library of Congress Quarterly Journal, Winter 1979 Edition; No. 79-41 (April 19) Don Stover to Open Summer Outdoor Concert Series at Library of Congress; No. 79-42 (April 19) 15th Annual Guide to Current Children's Books Published by Library of Congress; No. 79-43 (April 24) Paul J. Mishkin Named to Committee on Oliver Wendell Holmes Devise; No. 79-44 (April 24) Ernest Samuels Appointed First Member of Library of Congress Council of Scholars; No. 79-45 (April 27) Library of Congress Offers Discounts on Recordings; No. 79-46 (April 25) Committee Appointed to Negotiate Off-air Taping Guidelines for Educational Uses; No. 79-47 (April 26) Reading, Concert, Symposium Mark Library of Congress Participation in Japan Today Celebration; No. 79-48 (April 30) Library of Congress to Expand Photo Collections through New Bern Schwartz Fund; No. 79-49 (May 3) Wax Cylinder Conversion to Tape Project Under Way; No. 79-50 (May 7) Margaret Mead Papers Bequeathed to Library of Congress Manuscript Division; No. 79-51 (Corrected) (May 17) Retrospective Book Records Conversion Passes 150,000 Mark; No. 79-52 (May 11) Library of Congress Music Division Establishes Da Capo Fund; No. 79-53 (May 29) Museum of Broadcasting and Library of Congress Receive NBC Radio Archive.

## NEW REFERENCE WORKS

*Biblical and Judaic Acronyms* (New York, Ktav Publishing House, Inc., 1979. 225 p.) is an initial attempt to assemble within the covers of a volume approximately 10,000 acronyms, abbreviations, and initialisms used in the field of Bible studies and in Judaica in all its aspects—social, economic, communal, religious, literary, and educational. It is a result of the many requests for help directed over the years to the Library of Congress Hebraic Section and was compiled by Lawrence Marwick, head of the section. There is no doubt that it will save researchers and readers time and effort. "Biblical" was applied in its widest connotations and includes exegesis, introductions, texts, numismatics, archaeology, paleography, linguistics, and related matter. At best, deciphering acronyms is a time-consuming exercise, often requiring hours of speculation which do not always produce solutions. There is no substitute for an authoritative reference tool.

Aside from its primary purpose of helping readers decipher Biblical and Judaic acronyms, this volume will also introduce them to a wide range of publications and organizations concerned with Bible studies and Judaica worldwide.

A copy of *Biblical and Judaic Acronyms* may be consulted in the Hebraic Section, TJB-1006.

[*Lawrence Marwick*]

*Bibliographie der ungarischen Exilpresse* (1945-1975), by Kálmán Midschütz, enlarged and prepared for publication by Béla Grolshammer (Munich, 1977) lists in alphabetic order by latest masthead title 823 Hungarian-language newspapers published outside Hungary. An introduction by Georg Stadtmüller traces the history of the Hungarian exile press since 1945. Listed under each title are the German translation of the title, previous title variations, publisher, editor(s), publication dates, physical size, and the holdings of the Hungarian Institute in Munich, West

Germany. An index of publishers, editors, and collaborators rounds out this 160-page bibliography. A copy of it may be consulted in the Newspaper and Current Periodical Room, TJB-1026. [*Imre T. Jarmy*]

Victor Showers' *World Facts and Figures* (New York, John Wiley & Sons, 1979. 757 p. G109.S52 1979) is a revised and greatly expanded edition of his well-received *The World in Figures*, published in 1973. The subtitle of this new edition accurately describes it as "a unique, authoritative collection of comparative information about cities, countries, and geographic features of the world." The book is organized into six main sections. The first of these is devoted to physical geography (such as largest seas, largest natural lakes by volume of water and by depth). The second and third sections include comparative data on countries and cities, respectively (such as countries with highest and lowest birth rates, oldest cities, cities with most and least precipitation). Outstanding works of man (for example, highest dams, largest libraries) are covered in section four. Sections five and six are tabular gazetteers for all countries and 2,045 important cities, respectively. A selected bibliography is included, and the index of more than 9,000 entries (as compared to 6,800 entries in the original index) is cross-referenced and quite thorough.

The information in *World Facts and Figures* has been revised to August 1978. Important new tables covering such topics as energy production and consumption and gross national product have been added. The sections on physical geography have been expanded to cover not only the largest features, but also many smaller, well-known ones. Another useful feature of this book is its identification of alternate and new names of various geographic areas. Some of the information Mr. Showers has collected, such as the latest census data for the largest settlement on the 50 main islands of Indonesia, is published here for the first time. Much of the information, such as the data on the new local districts in England and the comparative GNP data, would be difficult and time-consuming to locate without *World Facts and Figures.* [*Elizabeth Jenkins-Joffe*]

## TWO MEETINGS REPORTED

The **Council of National Library and Information Associations** held its semiannual meeting in New York City on May 4. An important activity of CNLIA is American National Standards Institute Committee Z39 on Library Work, Documentation, and Related Publishing Practices, which is just now observing its 40th anniversary. In recent months, five new standards have been approved and will be published by the institute. Among these is the International Standard Serial Number (ISSN), a revision of an earlier one first adopted in 1971 and now coming into increasing use by publishers of serials. John T. Corrigan, Z39 expeditor for CNLIA, reported on the funding problems in connection with these tasks.

Efren Gonzalez, chair of the Copyright Committee, threw light on some of the subtleties involved in interpretation of the photocopying provisions of the new copyright law. Two new committees, one on the preservation of library materials and the other on machine-readable texts, authorized last December, are getting under way. They are chaired by Robert DeCandido, representing the Library Binding Institute, and Barbara Preschel of the American Society of Indexers, respectively.

The council resolved to establish a joint committee on monitoring any changes in AACR 2 in response to a request from several specialized library associations that met at George Washington University Medical Center last January 6 (see the LC *Information Bulletin* of April 13, p. 146). This committee, to which every member association of the council is invited to nominate a representative, will attempt to present the concerns of the specialized libraries to those authorized to revise the code.

Elizabeth Stone of Catholic University brought the members up-to-date on the multifarious projects of the Continuing Library Education Network and Exchange (CLENE). As specialization in Library service increases, librarians feel that they must have the appropriate skills both in subject matter and in the new techniques spawned by this age of the computer. CLENE tries to meet this need.

Alice Ball, executive director of the United Serials and Book Exchange (USBE), presented an overview of the achievements and challenges that mark this very useful institution that has distributed over 13,000,000 publications since 1948.

Jerry Manolatos, deputy director of the White House Conference on Library and Information Services, spoke about this conference to be held this November. Every effort will be made to give the diverse elements of the library community a voice at this momentous meeting, with a definite emphasis on those to be served by libraries.

Douglas Price, deputy director of the National

Commission on Libraries and Information Science, outlined the plans for the proposed National Periodicals Center.

Two associations were accepted into membership by the council, the Lutheran Library Association and the National Federation of Abstracting & Indexing Services (NFAIS).

Theodore Wiener, cataloger of Judaica, Subject Cataloging Division, Library of Congress, attending as councillor for the Association of Jewish Libraries, presided as this year's chair. The new chair for the coming year is Jane Hammond, law librarian, Cornell University, representing the American Association of Law Libraries. [*Theodore Wiener*]

Approximately 130 members of **The Manuscript Society** met on May 23-27 in New Orleans, La. Tours took the members to the Louisiana State Museum, the Presbytere, the Cabildo, the colonial archives in the Louisiana Historical Center, the Historic New Orleans Collection, Tulane University Library, and the Amistad Research Center of Dillard University, all in New Orleans. Additionally, the members journeyed to Baton Rouge to view the Louisiana State University Library, the State Archives and Records Service, and were greeted at the governor's mansion by Mrs. Edwin Edwards, First Lady of Louisiana. On their return from the state capital, the members were treated to a Cajun *Fais do-do* dinner at historic Destrehan plantation.

A discussion which proved unusually interesting for its disparate points of view was entitled "Will Inflation Drive People to or from Manuscript Collecting?" Discussants included Winston Broadfoot, Duke University Library; dealer Robert F. Batchelder, Ambler, Pa.; and private collector Wilmer Roberts, Philadelphia, Pa. Because of the unfortunate illness of T. Harry Williams, his scheduled talk, "Huey and Lyndon: The Trials of a Biographer," was replaced by a speech on the role of state archives in contemporary society by state archivist Donald J. Lemieux. A fascinating group of personal talks with the umbrella title of "How I Got into Autograph Collecting" included collectors William R. Coleman, San Bernardino, Calif.; John M. Taylor, McLean, Va.; and Steven Lee Carson, Silver Spring Md. An unusually thoughtful talk on the papers of Dwight David Eisenhower delivered by that project's associate editor, Stephen E. Ambrose, provided the members with many unexpected insights into the late President's temper, humor, and his command of both military affairs and public relations.

The newly elected officers of the society are Barbara McCrimmon, Tallahassee, Fla., president; Steven Lee Carson, Silver Spring, Md., William Matheson, chief of the Rare Book and Special Collections Division, Library of Congress, and Mary C. Schlosser, Greenwich, Conn., vice presidents; and Robert L. Volz, Williamstown, Mass., treasurer. A new director for the term ending 1980 is B. C. West, Elizabeth City, N.C. Directors for the term ending 1982 include H. Bartholomew Cox, Fort Washington, Md.; Robert S. Gordon, Ottawa, Canada; Andrew B. Myers, Bronx, N.Y.; Jean F. Preston, Princeton, N.J.; and Joseph Rubinfine, Pleasantville, N.J.

In attendance from the Library of Congress were Carolyn H. Sung, assistant chief for bibliographic services, Photoduplication Service, and Paul G. Sifton, manuscript historian, Manuscript Division. The 1980 meeting of the society has been moved to Baltimore, Md. (in place of Seattle, Wash.), and the 1981 meeting will take place in Boston, Mass. [*Paul G. Sifton*]

# APPENDIX I

## JAPANESE LITERATURE IN TRANSLATION
### A Report on a Symposium Sponsored by the Center for the Book and the Asian Division
**Library of Congress, May 17-18, 1979**

*by John Y. Cole*
*Executive Director*
*The Center for the Book*

With support from the Japan Today program, the Library's Center for the Book and Asian Division sponsored a symposium on "Japanese Literature in Translation" on May 17-18. With a focus on the translation of Japanese works into English, the goal of the symposium was to assess the state of the art and to identify areas in need of special attention. Approximately 60 individuals attended the meetings and discussed Japanese-English translation from their various perspectives, including those of translator, publisher, linguist, teacher, librarian, editor, scholar, and general reader.

The two-day program was divided into five sessions. "Linguistic Aspects of Translation" was chaired by Marleigh Ryan, professor and chair, Department of Asian Languages and Literature at the University of Iowa, and featured a presentation by Roy Andrew Miller, professor of Asian languages and literature at the University of Washington. The session on "Translating Modern Fiction" consisted of discussion and three brief talks. The speakers were Edwin McClellan, professor of Japanese Literature, Yale University; Howard S. Hibbett, professor, Department of East Asian Languages and Civilizations, Harvard University, and Phyllis I. Lyons, assistant professor of Japanese language and literature at Northwestern University. The chair of the panel on "Translating Contemporary Poetry" was J. Thomas Rimer, chairman of the Department of Chinese and Japanese at Washington University, St. Louis. He was joined by Hiroaki Sato, Research Department, Japan Trade Center, and Harold Wright, assistant professor of Asian studies at Antioch College.

Two well-known editors and translators, Tsutomu Kano of the Translation Service Center in Tokyo and Kazuo Sato, professor of economics at the State University of New York at Buffalo, were the principal speakers in the session on "Translating from the Literature of the Social Sciences." James W. Morley, professor of government, East Asian Institute, Columbia University, was chair. The discussion on "The Publishing of Translations" was chaired by R. Miriam Brokaw, associate director and editor, Princeton University Press. Presentations were made by Toyohiko Yoshizaki of Kodansha, Inc. and Richard Bowring of the Department of East Asian Languages and Cultures, Columbia University. Charles E. Tuttle of Rutland, Vt., was a major discussant.

*Librarian of Congress Daniel J. Boorstin, Edwin McClellan, Howard S. Hibbett, and Harriet Ritvo*

The discussions during the symposium covered many subjects. Topics included the importance of linguistics and translation theory to the translation process, the characteristics of the Japanese language and the attitudes the Japanese have toward their language, the teaching of modern Japanese literature to American undergraduates, Japanese authors and works in need of translation, and how titles are selected for translation. Discussion also centered on the translator as "interpreter," the training and professional status of translators, translation fees, rights, and costs, the proliferation of discipline-oriented translation journals, communication problems between translators and publishers, the need for translation clearinghouses, copyright and distribution problems, the cultural differences between the United States and Japan and their influence on the demand for translations from Japanese, and the role of the marketplace in the translation process.

Several conclusions were reached by symposium participants. There was unanimity about the need to work together to improve the status of the translator and to continue efforts now underway to create a central clearinghouse for translations in the humanities and the social sciences. Furthermore, it was suggested that the Library of Congress itself could encourage the art of translation by beginning to include added entries for individual translators in its cataloging data.

The exchange of information was an important aspect of the symposium. Brief talks about current programs of interest to conference participants were given by Frank B. Tenny, executive director, Japan-United States Friendship Commission; Susan A. Mango, Translations Program, National Endowment for the Humanities; Masaki Kodama, Japan Foundation; Dallas Galvin, executive director, Translation Center, Columbia University; and Harriet Ritvo, American Academy of Arts and Sciences. Brochures about various translation programs were distributed along with a "Draft Report on Translation Aids and Centers" prepared for the occasion. A modest exhibit of translation bibliographies and journals was an added feature.

*Tsutomu Kano and Peter Grilli*

In addition to the speakers already mentioned, the following persons also participated in the conference and its discussions: Robert August, Subject Cataloging Division, Library of Congress; Daniel J. Boorstin, The Librarian of Congress; Margaret F. Breer, Washington, D.C.; Euclid Chu, Joint Publication Research Service; John Y. Cole, executive director, The Center for the Book; Richard B. Finn, Washington, D.C.; David Fitzgerald, deputy country officer for Japan, U.S. International Communication Agency; Peter Grilli, Japan Society, Inc.; Kenneth A. Grossberg, Department of History, Boston College; Ivan P. Hall, assistant executive director, Japan-United States Friendship Commission; Richard Howard, acting chief, Asian Division, Library of Congress; Eleanor Kerkham, Oriental and Hebrew Program, University of Maryland; Key Kobayashi, Japanese Section, Library of Congress; Edward Lipsett, Bethesda, Maryland; Carol A. Nemeyer, Associate Librarian of Congress for National Programs, Library of Congress; Hisao Matsumoto, head, Japanese Section, Library of Congress; Marlene J. Mayo, Department of History, University of Maryland; Michael McCaskey, School of Language and Linguistics, Georgetown University; William Meredith, poetry consultant, Library of Congress; Masako Moore, Joint Publication Research Service; Makoto Ooka, Tokyo; Philip Nagao, Asian Division, Library of Congress; Cecilia Segawa Seigle, Philadelphia, Pa.; Miriam Silverberg, History Department, Georgetown University; Sumiko Takaramura, Shared Cataloging Division, Library of Congress; Warren Tsuneishi, director for area studies, Library of Congress; Cecil Uyehara, Bethesda, Md.; Robert H. Walker, professor of American civilization, The George Washington University; Charles Walsh, International Communication Agency; Lelia Washburn, Washington, D.C.; Father John Witek, professor of Japanese history, Georgetown University; and Kengo Yasumatsu, Shared Cataloging Division, Library of Congress.

*William Meredith and R. Miriam Brokaw*

# APPENDIX II

## Library of Congress
## PROGRESS IN AFFIRMATIVE ACTION
## Semiannual Report for October 1978-March 1979

The Library's Affirmative Action Plan for fiscal year 1979 was approved by Acting Librarian William Welsh on September 29, 1978, and became effective October 1. The fiscal 1979 plan differed from the 1978 plan in two respects: eligibility for the Training, Appraisal and Promotion Program (TAP) competition was expanded to permit employees to compete for all positions with promotion plans having grade levels higher than their own, and a representative of the Equal Employment Opportunity Compliance Office was added to qualifications rating panels for filling job vacancies. All other objectives in the program were retained.

During the first half of fiscal year 1979, the Library made progress in achieving most of the objectives of the plan. Tuition support was oversubscribed when 334 employees applied; 98 of these with the greatest length of service were selected to attend school at a cost of $18,976 to the Library. The Library completed its first definitive research project on affirmative action recruitment which revealed that though there are serious deficiencies in the current effort, these flaws were correctible with some additional resources. The study showed the Library compared favorably with other Federal agencies in its initiatives. The effort to get more minorities and women in management positions was buttressed by a series of career development workshops titled "Promote Yourself!" These programs featured speakers from various personnel offices describing effective employment applications, interviewing techniques, and the Library's counseling and training programs. More than 300 employees attended. Other efforts toward the same objective included a three-day seminar on "Women on the Way Up in Government" attended by 20 staff members and an Administrative Detail Program in which nine minority or female non-supervisory employees spent three months performing managerial or administrative duties in order to give them a feel for management and an understanding of the management process and to enable them to plan individual career objectives. Very significant progress in encouraging participation by minority and women staff members in education for management positions is being accomplished through a special on-site Library Graduate Education Program that the Library arranged with Central Michigan University. Approximately 260 students thus far have attended 12 graduate classes in courses leading to the master of arts in management and supervision; 46 of these attended on management fellowships awarded by the Library's Affirmative Action program at an estimated cost of $30,000 for the fiscal year.

Activities to assist employees to help themselves during the first half of this fiscal year also included a series of Career Counseling Seminars conducted half on employees' and half on Library time. The seminars emphasized understanding the Library's new selection system (rating panels, ranking factors) and how to prepare effective applications. Eighty-seven employees attended these seminars and an additional 500 staff members attended a session in the Coolidge Auditorium concerning a comprehensive counseling program initiated by the Personnel and Labor Relations Office. Approximately 30 employees completed detailed applications to obtain the full benefit of the training offered by this program.

The Library's efforts to assist handicapped employees also made significant headway during this first half of the fiscal year. A tape-slide presentation titled "Successful Supervision of Handicapped Employees" was added to the materials used in the Training Office. Proposals to eliminate or modify several identified physical barriers were pursued with the Architect of the Capitol, and new devices for enabling handicapped employees to perform job tasks more effectively were explored with the Job Development Laboratory at George Washington University. The one important area in which the Library failed to make significant progress during this period was in the Training, Appraisal and Promotion (TAP) program. The Library committed 33 positions for the fiscal year, posted 11 for competition, and filled only five during the first half of the year. The expectation is that there will be a flurry of activity in TAP during the second half of the fiscal year and that the remaining 28 positions will be filled. The employment of women in the higher grades (GS-13 through GS-15) in the Library rose from 29 to 30 percent. While there was no change in the overall percentage of minorities in these grades (nine percent), employment of blacks edged up from five to six percent.

A detailed report for each objective in the 1979 Affirmative Action Plan follows.

## I. TRAINING, APPRAISAL AND PROMOTION (TAP) PROGRAM

The Library's commitment of positions, the number of positions posted, and the number of positions filled by departments is shown in the table below.

| *Department* | *Commitment* | *Positions Posted October-March* | *Selections Made October-March* |
|---|---|---|---|
| Processing Services | 10 | 2 | 1 |
| Research Services | 8 | 0 | 0 |
| Copyright Office | 4 | 5 | 1 |
| Congressional Research Service | 4 | 3 | 2 |
| Law Library | 1 | 0 | 0 |
| Office of The Librarian* | 6 | 1 | 1 |
| Totals | 33 | 11 | 5 |

## II. TUITION SUPPORT

During this half of the fiscal year a total of 98 of the 334 employees who applied for tuition support in August 1978 attended school at a cost to the Library (for tuition) of $18,976. All of these 98 were from the 227 undergraduate applicants (Group A).

In March of this year, after reassessing available funds, 48 graduate applicants (Group B) from among the 107 who applied were notified that they would be able to attend school during 1979. (Selection of the Group B applicants to be funded was based on seniority at the Library).

There was added emphasis on both educational and career counseling services to Tuition Support participants during this period, primarily through group counseling sessions attended by 48 participants. The sessions will be continued throughout fiscal 1979.

## III. AFFIRMATIVE ACTION RECRUITMENT

During fiscal year 1978 the Recruitment and Placement Office updated its list of approximately 350 recruitment sources for women and minority applicants. During the first half of this fiscal year the Affirmative Action Office conducted a survey to evaluate the effectiveness of the Library's use of that list and to develop some recommendations for improvement. The study was based on a telephone survey of half the list (161 or 50 percent of the 322 sources that were determined to be valid recruiting sources). The sample of the survey consisted of 80 national recruitment sources and 81 recruitment sources located in the metropolitan Washington, D.C., area.

The survey revealed that at least two persons were hired as a result of the mailing of vacancy announcements, one at a fairly high level (a GS-14 division chief). A number of problems, however, were uncovered, including a tendency for the announcements to arrive at the recruitment sources too late for prospective applicants to apply for competition. The experience of the recruitment sources with other organizations was described as no less or more effective than with the Library although there were some who evaluated the Library's efforts as greater.

The study recommended that the Library cease its method of widest possible broadcast and reduce the list to only those sources who have shown serious interest and a willingness to participate. It also recommended that each of these sources be individually cultivated by having Library recruiters develop personal liaisons with them, determine how to tap their networks, and aggressively follow up when applicants have shown an interest in the Library of Congress; that the Library conduct job fairs in conjunction with the affairs of these sources; and that the Library develop information exchanges with other government and business organizations actively involved in the recruitment of minorities and women. The full report was distributed to all departments of the Library and

*Includes Associate Librarian for National Programs and Associate Librarian for Management.

referred to the Personnel Office for its use in improving the Library's programs for recruiting minorities and women.

## IV. VALIDATION OF SELECTION PROCEDURES

A. During this reporting period the Library of Congress adopted *Uniform Guidelines on Employee Selection Procedures (1978).* The Personnel and Labor Relations Office developed a program to promote understanding of the major steps of and their relationships in the validation of employee selection procedures. These embrace job requirements, worker qualifications, determining predictors of job performance (selection procedures), and standards of performance. Researchers in the Personnel and Labor Relations Office have proposed a priority list of 81 job series for validation study. The updating of the Personnel and Labor Relations Office's 1978 study of *Sex/Race Distribution by Classification Series of Full-Time LC Staff Members* is scheduled for release the second half of the fiscal year.

B. Other Personnel and Labor Relations Office projects include the following.

(1) Job analyses of secretarial positions were made, the results of which are now being processed. Such results will be compared with a battery of pencil and paper tests to determine their appropriateness as part of the selection procedures for that occupation. The results will be used to develop a total selection procedure for secretarial positions. It is anticipated that this study will serve as a model for the development of selection procedures for about 30 other clerical positions, thereby replacing the long-used *Short Employment Test* (SET) and other non-validated selection devices.

(2) A research study has begun to develop and validate selection procedures for computer programmers. It will include the three psychological test strategies–"criterion-related," "content," and "construct"–for obtaining validation determinants. Thus, it will represent the most comprehensive effort insofar as current Library of Congress validation studies are concerned.

(3) Efforts have been initiated to determine the sex and race/ethnicity of all applicants who apply for employment in the Library of Congress. These efforts comport with the Federal *Uniform Guidelines on Employee Selection Procedures (1978)* to evaluate any adverse impact that may be associated with selection procedures.

## V. CAREER ASSISTANCE PROGRAM (CAP) AND RETRAINING

The Cataloging Distribution Service will use a Career Assistance Program (CAP) for postings of positions limited to competition within the division in order to reassign employees and thereby reduce adverse effects of any reductions-in-force brought about by automation. The first CAP posting is scheduled to be announced this quarter.

## VI. WOMEN AND MINORITIES IN MANAGEMENT

"Promote Yourself!"–a series of six career development workshops sponsored by the Women's Program Advisory Committee–took place between October 12 and November 21, 1978. Speakers included staff members on the committee, outside participants, and staff members in personnel. The workshops covered such topics as career decisions, placement opportunities at the Library, filling out an employment application, interviewing techniques, and career counseling and training programs at the Library. The purpose of the series was to offer guidance to Library staff members who wished to sharpen their skills in order to compete in an increasingly tight job market. The audience for the series was about 300.

"Women on the Way Up in Government"–the third session of this career development workshop–was held in February. Twenty staff members selected brought to 60 the total number of staff members who have participated in this program, which focused on communication, problem identification, problem solving, and completed staff work.

The Library's first Administrative Detail Program ended December 15, 1978. Nine staff members were selected to work for three months with top managers of the Library and to have the opportunity to test their potential and liking for managerial or administrative work. The program has been evaluated by supervisors and detailees and procedures are under study for a possible second program. Information about the unique program was recently published in *Women in Action,* a newsletter of the Federal Women's Program in the Office of Personnel Management.

In the Graduate Education Program, Central Michigan University, under the sponsorship of the Affirmative Action Office, conducted 12 classes in its master of arts in management and supervision at the Library during the first half of this fiscal year. Approximately 260 students attended, with an average class size of 22 per course, covering "Organization Behavior and Change," "Communication and Management," "Administrative Problems and Practices," "Business Personnel Management," "Collective Bargaining and Labor Law," and "Management Development."

## VII. PART-TIME WORK

Recent statistics (January) show 263 staff members in part-time GS and GT positions, which represents an increase of 23 percent since November 1976 when this objective was included in the Library's Affirmative Action Plan. As in the past, most part-time staff members are in grades below GS-6, but part-time positions in grades GS-6 and above have increased 33 percent since November 1976. The emphasis on part-time employment enables the Library to hire minorities and women whose talents might otherwise be lost.

## VIII. CAREER COUNSELING

**A.** During the first half of the fiscal year the Affirmative Action Office provided career counseling through a Career Counseling Seminar for 87 employees who signed up. They attended half on Library time and half on their own time (after 4:30 p.m.). The seminars emphasized elements of the Library's new selection system (panels, ranking factors) and how to prepare effective applications using the revised application form LW 16/56.

**B.** In February the Affirmative Action Office reopened the registration period for the seminar and an additional 107 employees signed up. These seminars are expected to be continued through fiscal 1979.

**C.** The Personnel and Labor Relations Office initiated a comprehensive counseling program at a March meeting attended by approximately 500 employees. The program will be conducted jointly by the Training and Recruitment and Placement Offices and is designed to assist in self-analysis, examination of the Library as an organization, and ways of promoting individual and career development. Approximately 30 employees have completed the detailed applications required for participation in the program. Many more have inquired about the services.

## IX. AFFIRMATIVE IMAGE

Efforts continue to monitor and eliminate forms, postings, publications, and position descriptions which perpetuate unwarranted sexist distinctions.

## X. SUPERVISORY RESPONSIBILITIES FOR EEO

**A.** Coverage of equal employment opportunity was included in two supervisory courses: "Personnel Policies and Procedures" and "An Overview of the Supervisor's Manual." A representative of the Equal Employment Opportunity and Special Programs Office addressed 20 supervisors in the November offering of "Personnel

Policies and Procedures." A total of 55 supervisors attended "Overview of the Supervisor's Manual" where the Library's Equal Employment Opportunity policies and regulations were covered.

B. The Training Office neared completion of a new 40 hour course for supervisors that will cover aspects of equal employment opportunity compliance and affirmative action.

## XI. ASSISTANCE TO HANDICAPPED EMPLOYEES

A. The Committee on Affirmative Action for the Handicapped made available a slide-tape presentation titled "Successful Supervision of Handicapped Employees" for use by the Training Office.

B. A voluntary, confidential, self-administered census was prepared by the committee to identify handicapped individuals employed at the Library to ascertain the current levels of employment and to plan for increased employment opportunities for handicapped persons.

C. The committee contacted the Buildings Management Division to urge that the proposed ramp for the Thomas Jefferson Building be constructed as soon as possible. The committee was informed that the Architect of the Capitol had scheduled construction this quarter.

D. A sign has been placed in the Employment Office informing handicapped job applicants that they may request an interview with the staff specialist for the handicapped.

E. The program coordinator and the chair of the committee spoke to a group of supervisors at an equal employment opportunity briefing. Federal policy prohibiting discrimination against the handicapped and the goals and activities of the committee were discussed.

F. The committee and union representatives attended an all-day workshop at Gallaudet College on physical and attitudinal barriers related to employment of handicapped persons.

G. The committee, union representatives, and officials of the Buildings Management Division and the Office of the Architect of the Capitol, visited the Job Development Laboratory at George Washington University. The Laboratory has developed adaptive devices for handicapped persons to enable them to function effectively in employment settings. Ideas for application to the Library were obtained.

H. A film entitled "A Different Approach" was shown in the Library of Congress Building and in all annexes for staff members. The film addressed issues of employment of the handicapped.

I. Eight handicapped job applicants between grades GS-3 and GS-9 were interviewed by the staff specialist for the handicapped in the Recruitment and Placement Office; three were interviewed for specific postings. None of the three had been hired as of the end of this reporting period.

## XII. UTILIZATION REPORT

A. Since the initiation of this report in the fiscal 1978 Affirmative Action Plan, information has been presented in statistical form showing the distribution of employees by sex, race, and grade level. The report describing the Library's workforce as of March 30 is reflected in Appendix A. Tracking such changes is accepted as an important responsibility of any affirmative action program since "fine written policy statements are meaningless unless the end product will be measurable, yearly improvement in hiring, training and promotion of minorities and females in all parts of [the] organization." (*Affirmative Action and Equal Employment: A Guidebook for Employers.* Equal Employment Opportunity Commission, Washington, D.C., 1974. p. 3).

B. A focus of this particular data is on total employment at the Library and employment in grades GS-13-15, where the plan included several objectives designed to increase representation of minorities and women in these grades. In terms of overall employment, between May 1978 and March of this year, total Library employment for GS and GT classifications declined from 4,619 to 4,570. Total employment of females for this population remained constant at 52 percent, as was also the case for total employment of minorities, at 36 percent (including 32 percent black).

C. In terms of changes in the target grades (GS-13-15), employment of women rose from 29 percent to 30 percent; there was no change in employment of minorities (nine percent); however, employment of blacks in those grades increased from five to six percent. Overall Library employment in these grades rose from 633 in May 1978 to 664 in March of this year.

## APPENDIX A

**Library of Congress**
**Affirmative Action Utilization Report**
**All GS-GT Employees (Full-Time)**

| *Category* | *Total All Employees* | | *Black* | | *Spanish* | | *American Indian* | | *Oriental* | | *White* | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | *M* | *F* | *M* | *F* | *M* | *F* | *M* | *F* | *M* | *F* | *M* | *F* |
| GS-1 | 4 | 7 | 1 | | | | | | | | 3 | 7 |
| GS-GT-2 | 1 | 3 | 1 | 2 | | | | | | | | 1 |
| GS-GT-3 | 51 | 49 | 32 | 34 | | | | | | | 19 | 15 |
| GS-GT-4 | 115 | 152 | 63 | 102 | | | | | | 1 | 52 | 49 |
| GS-GT-5 | 155 | 349 | 73 | 203 | | | | | | 7 | 82 | 138 |
| GS-GT-6 | 111 | 267 | 63 | 169 | 1 | 1 | | | | 4 | 47 | 94 |
| GS-GT-7 | 292 | 324 | 128 | 148 | 3 | 2 | 1 | | 2 | 15 | 158 | 159 |
| GS-GT-8 | 85 | 102 | 34 | 44 | 2 | | | | 1 | 3 | 48 | 55 |
| GS-GT-9 | 239 | 280 | 64 | 102 | 1 | 2 | | | 5 | 8 | 169 | 168 |
| GS-GT-10 | 27 | 8 | 13 | 5 | 1 | | | | | 1 | 13 | 2 |
| GS-GT-11 | 275 | 330 | 34 | 76 | 3 | 3 | | | 12 | 18 | 226 | 233 |
| GS-GT-12 | 315 | 270 | 23 | 33 | 5 | 3 | 1 | 1 | 20 | 28 | 266 | 205 |
| GS-GT-13 | 202 | 119 | 9 | 15 | 1 | 1 | | | 5 | 4 | 187 | 99 |
| GS-GT-14 | 142 | 53 | 3 | 6 | 1 | | | | 4 | 3 | 134 | 44 |
| GS-GT-15 | 119 | 29 | 5 | 1 | 1 | | | | 1 | 1 | 112 | 27 |
| GS-GT-16 | 40 | 9 | | 1 | 1 | | | | 1 | | 38 | 8 |
| GS-17 | 34 | 3 | | | 1 | | | | 1 | | 32 | 3 |
| GS-18 | 7 | 2 | | | | | | | | | 7 | 2 |
| TOTALS | 2,214 | 2,356 | 546 | 941 | 21 | 12 | 2 | 1 | 52 | 93 | 1,593 | 1,309 |
| | 4,570 | | 1,487 | | 33 | | 3 | | 145 | | 2,902 | |

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